GSA

GENERAL SERVICES AGENCY

(Ahensian Setbision Hinirat)
Government of Guam
CC Bldg, Rm. 230, Tamuning, Guam

2nd Floor ITC Bldg. Rm. 230, Tamuning, Guam 96931 Tel: 475-1705*475-1706*

Accountability	*	Impartiality	*	Competence	*	Openness	*	Value	

INVITATION FOR BID NO: GSA-068-25

DESCRIPTION:

60-Month Lease for Multifunction Color Copier/Printer/Scanner/Fax

SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, in duplicate, at the date and time for bid opening.

- (X) BID GUARANTEE (15% of Bid Amount) May be in the form of;
 - Reference #11 on the General Terms and Conditions
 - a. Cashier's Certified Check
 - b. Surety Bond Valid only if accompanied by:
 - 1. Current Certificate of Authority issued by the Insurance Commissioner;
 - 2. Power of Attorney issued by the Surety to the Resident General Agent;
 - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- (X) BROCHURES/DESCRIPTIVE LITERATURE;
- (X) AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST (Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021))
 - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (X) OTHER REQUIREMENTS:

Affidavit re Ethical Standards, Affidavit re No Gratuities or Kickbacks, Special Provision; Restriction Against Sexual Offenders, Affidavit D.O.L. Wage Determination, Affidavit re Non-Collusion, Affidavit re Contingent Fees,

(X) CURRENT BUSINESS LICENSE/CONTRACTOR'S LICENSE/SPECIALTY LICENSE IN REFERENCE TO SUPPLIES OR SERVICES FOR THIS BID must be submitted prior to an award.

This reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements may be cause for disqualification and rejection of the bid.

On this day of	, 202, I			_,				
authorized representative ofprospective bidders with the above referenced IFB.		acknowledge	receipt	of	this	special	reminder	to

Bidder Representative's Signature

Invitation for Bid: GSA-068-25

ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit form by email to **gsaprocurement@gsadoa.guam.gov**

Acknowledgement Receipt Form must be submitted no later than three (3) days upon receipt of IFB package.

Name

Signature

8	
Date	
Time	
Contact Number	
T. W.	
Fax Number	
Contact Person regarding IFB	
Title	
E-Mail Address	
Company/Firm	

Address

Note: GSA recommends that prospective bidders register current contact Information with GSA to ensure they receive any notices regarding any changes or update to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

All questions and concerns in regards to this bid must be submitted to the General Services Agency via email at gsadoa.guam.gov attention to the Chief Procurement Officer no later than Friday, August 22, 2025 close of business at 5:00pm.

Reference Page 11 of 42 #2(e) – No Entitlement to Preparation Costs – the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.

Reference Page 11 of 42 #5. <u>ACKNOWLEDGMENT OF AMENDMENTS TO SOLICITATIONS</u>: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgment of receipt of the amendment. Such acknowledgment must be received prior to the hour and date specified for receipt of bids.

Bid Opening: This bid shall be submitted in duplicate and sealed to the issuing office above no later than **Time: 2:00pm, Date: 09/03/2025** and shall be publicly opened. Bid submitted after the time and date specified above shall be rejected. See attached General Terms and Conditions, and Sealed Bid Solicitation for details.

INVITATION FOR BID CONTRACT

ISSUING OFFICE:
GENERAL SERVICES AGENCY
GOVERNMENT OF GUAM
2nd FLOOR ITC BLDG. RM. 230,
TAMUNING, GUAM 96931

ANDRIANA QUITUGUA Acting Chief Procurement Officer	TAMUNING, GUAM 96931	
DATE ISSUED: <u>August 14, 2025</u>	BID INVITA	TION NO: <u>GSA-068-25</u>
BID FOR: 60-Month Lease for Multifus SPECIFICATION: SEE ATTACHE I CONTRACT TERMS AND CONDIT DESTINATION: <u>OFFICE OF THE A</u>	D IONS: SEE ATTACHED	ner/Fax
REQUIRED DELIVERY DATE: 90 D	Days Upon Receipt of Purchase Oro	der.
INSTRUCTION TO BIDDERS:		
INDICATE WHETHER: INDIVI	DUALPARTNERSHIPC	CORPORATION
INCORPORATED IN: This bid shall be submitted in duplicate and sealed opened. Bid submitted after the time and date sp Solicitation for details.		
The undersigned offers and agrees to furnish withir on the schedule provided, unless otherwise specified evaluating this and other bids, and other considerate from the date opening to supply any or all the items	ed by the bidder. In consideration to the expensations, the undersigned agrees that this bid remains	se of the Government in opening, tabulating, and
NAME AND ADDRESS OF BIDDER:	SIGNATURE AND TITLE AUTHORIZED TO SIGN	
AWARD: CONTRACT NO.:	AMOUNT:	DATE:
ITEM NO(S). AWARI	DED:	
	CONTRACTING OFFICE	R:
	ANDRIANA QUITUC	
NAME AND ADDRESS OF CONTRACTOR	SIGNATURE AND TITLE AUTHORIZED TO SIGN	

CONTRACT TERMS AND CONDITIONS

GSA-068-25 60-Month Lease for Multifunctional Color Copier/Printer/Scanner/Fax

Article I

Contract Terms

- **1.1 Required Delivery Date.** The Awardee shall provide the goods/services within Ninety (90) days of receipt of purchase order.
- 1.2 Term of Contract. The Awardee shall provide the goods/services for a period of 60 months.

Article II

Warranty

2.1 Machine Replacement Guarantee. If not satisfied with the performance throughout the lease term, an equal or comparable replacement devise will be provided at no additional charge.

Article III

Prohibitions

3.1 REPRESENTATION REGARDING GRATUITIES AND KICKBACKS

The bidder, offeror, or contractor represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth in §11206 (Gratuities and Kickbacks) of the Guam Procurement Regulations."

3.2 REPRESENTATION REGARDING CONTINGENT FEES

The contractor represents that it has not retained a person to solicit or secure a territorial contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business.

3.3 REPRESENTATION REGARDING ETHICAL STANDARDS FOR GOVERNMENT EMPLOYEES AND FORMER GOVERNMENT EMPLOYEES

The bidder, offeror, or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a government employee to breach any of the ethical standards set forth in 5 GCA Chapter 5 Article 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.

3.4 RESTRICTION AGAINST CONTRACTORS EMPLOYING CONVICTED SEX OFFENDERS FROM WORKING AT GOVERNMENT OF GUAM VENUES.

- (1) no person providing services on behalf of the contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry; and
- (2) if any person providing services on behalf of the contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction.

GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

SEALED BID SOLICITATION AND AWARD

Only those Boxes checked below with an "X" are applicable to this bid.

- 1. [X] AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- 2. [X] GENERAL INTENTION: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- 3. [X] TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- **4. [X] LICENSING:** Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- 5. [X] LOCAL PROCUREMENT PREFERENCE: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- **6. [X] COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS**: Bidders shall comply with all specifications and other requirements of the Solicitation.
- 7. [] "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items/requirements to be bid or none at all in accordance with 2 GAR, Div.4 Section 3115(f).
- 8. [X] INDEPENDENT PRICE DETERMINATION: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- 9. [X] BIDDER'S PRICE: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- 10. [X] BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- 11. [X] BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or Certified Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond or Certified Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasurer of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond or Certified Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond or Certified Cashier's Check will serve as Bid Security for this procurement.

- 12. [X] PERFORMANCE GUARANTEE: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 41 of these General Terms and Conditions.
- 13. [X] SURETY BONDS: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- 14. [X] COMPETENCY OF BIDDERS: Bids will be considered only from the bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- 15. [X] DETERMINATION OF RESPONSIBILITY OF BIDDERS: The Chief Procurement Officer reserves the right for securing from bidders information to determine whether or not they are responsible and to inspect plant site, place of business; and supplies and services as necessary to determine their responsibility in accordance with Section 16 of these General Terms and Conditions. (2 GAR, Div. 4 § 3116)
- **16. [X] STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER:** In determining the lowest responsible offer, the Chief Procurement Officer shall be guided by the following:
 - a) Price of items offered.
 - b) The ability, capacity, and skill of the Bidder to perform.
 - c) Whether the Bidder can perform promptly or within the specified time.
 - d) The quality of performance of the Bidder with regards to awards previously made to him.
 - e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement.
 - f) The sufficiency of the financial resources and ability of the Bidder to perform.
 - g) The ability of the bidder to provide future maintenance and services for the subject of the award.
 - h) The compliance with all of the conditions to the Solicitation.
- 17. [X] TIE BIDS: If the bids are for the same unit price or total amount in the whole or in part, the Chief Procurement Officer will determine award based on 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- 18. [] BRAND NAMES: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- 19. [X] DESCRIPTIVE LITERATURE: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- 20. [] SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- 21. [] LABORATORY TEST: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- 22. [X] AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The Chief Procurement Officer shall have the authority to award, cancel, or reject bids, in whole or in part for any one or more items if he determines it is in the public interest. Award issued to the lowest

responsible bidder within the specified time for acceptance as indicated in the solicitation, results in a bidding contract without further action by either party. In case of an error in the extension of prices, unit price will govern. It is the policy of the Government to award contracts to qualified local bidders. The Government reserves the right to increase or decrease the quantity of the items for award and make additional awards for the same type items and the vendor agrees to such modifications and additional awards based on the bid prices for a period of thirty (30) days after original award. No award shall be made under this solicitation which shall require advance payment or irrevocable letter of credit from the government (2 GAR, Div.4 §1103).

- 23. [] MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- **24. [X] SCHEDULE FOR DELIVERY:** Successful bidder shall notify the General Services Agency, Telephone No. (671) 475-1710, at least twenty-four (24) hours before delivery of any item under this solicitation.
- 25. [] BILL OF SALE: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- 26. [] MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- 27. [X] INSPECTION: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- 28. [] MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.
- **29.** [] **SAFETY INSPECTION:** All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

30. [X] GUARANTEE:

a. Guarantee of Vehicle Type of Equipment:

The successful bidder shall guarantee vehicular type of equipment offered against defective parts, workmanship, and performance, for a period of not less than one (1) year after date of receipt of equipment. Bidder shall also provide service to the equipment for at least one (1) year. Service to be provided shall include, but will not be limited to tune ups (change of spark plugs, contact points and condensers) and lubrication (change of engine and transmission oil). All parts and labor shall be at the expense of the bidder. All parts found defective and not caused by misuse, negligence or accident within the guarantee period shall be repaired, replaced, or adjusted within six (6) working days after notice from the Government and without cost to the Government. Vehicular type of equipment as used in this context shall include equipment used for transportation as differentiated from tractors, backhoes, etc.

- b. Guarantee of Other Type of Equipment: The successful bidder shall guarantee all other types of equipment offered, except those mentioned in 30a, above, against defective parts, workmanship, and performance for a period of not less than three (3) months after date of receipt of equipment. Bidder shall also provide service to the equipment for at least three (3) months. All parts found defective within that period shall be repaired or replaced by the Contractor without cost to the Government. Repairs, adjustments or replacements of defective parts shall be completed by the contractor within six (6) working days after notice from the Government.
- c. Compliance with this Section is a condition of this Bid.
- 31. [X] REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.

- 32. [X] REPRESENTATION REGARDING CONTINGENT FEES: The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- 33. [X] EQUAL EMPLOYMENT OPPORTUNITY: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- **34. [X] COMPLIANCE WITH LAWS:** Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- 35. [X] CHANGES CLAUSE: 2 GAR, Div. 4 §6101 (3).
 - (1) Change Order. By a written order, at any time, and without notice to surety, the Chief Procurement Officer or the head of a Purchasing Agency may, subject to all appropriate adjustments, make changes within the general scope of this contract in any one or more of the following:
 - (A) Drawings, designs, or specifications, if the supplies to be furnished are to be specially manufactured for the territory in accordance therewith;
 - (B) method of shipment or packing; or
 - (C) place of delivery.
 - (2) Adjustments of Price or Time for Performance. If any such change order increases or decreases the contractor's cost of, or the time required for performance of any part of the work under this contract, whether or not changed by the order, an adjustment shall be made and the contract modified in writing accordingly. Any adjustment in contract price made pursuant to this clause shall be determined in accordance with the Price Adjustment Clause of this contract.

Failure of the parties to agree to an adjustment shall not excuse the contractor from proceeding with the contract as changed, provided that the territory promptly and duly make such provisional adjustments in payment or time for performance as may be reasonable. By proceeding with the work, the contractor shall not be deemed to have prejudiced any claim for additional compensation, or an extension of time for completion.

- (3) Time Period for Claim. Within 30 days after receipt of a written change order under Paragraph (1) (Change Order) of this clause, unless such period is extended by the Procurement Officer in writing, the contractor shall file notice of intent to assert a claim for an adjustment. Later notification shall not bar the contractor's claim unless the territory is prejudiced by the delay in notification.
- (4) Claims Barred After Final Payment. No claim by the contractor for an adjustment hereunder shall be allowed if notice is not given prior to final payment under this contract.
- (5) Other Claims not Barred. In the absence of such a change order, nothing in this clause shall be deemed to restrict the contractor's right to pursue a claim arising under the contract if pursued in accordance with the clause entitled, "Claims Based on a Procurement Officer's Actions or Omissions, Notice of Claim Clause', or for breach of contract."
- **36. [X] STOP WORK ORDER:** 2 GAR, Div. 4 §6101 (4).
 - (l) Order to Stop Work. The Procurement Officer may, by written order to the contractor, at any time, and without notice to any surety, require the contractor to stop all or any part of the work called for by this contract. This order shall be for a specified period not exceeding 90 days after the order is delivered to the contractor, unless the parties agree to any further period. Any such order shall be identified specifically as a stop work order issued pursuant to this clause. Upon receipt of such an order, the contractor shall forthwith comply with its terms and take all reasonable steps to minimize the occurrence of costs allocable to the work covered by the order during the period of work stoppage. Before the stop work order expires, or within any further period to which the parties shall have agreed, the Procurement Officer shall either:
 - (i) cancel the stop work order; or
 - (ii) terminate the work covered by such order as provided in the "Termination for Default Clause" or the "Termination for Convenience Clause" of this contract.

- 37. [X] CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- 38. [X] TIME FOR COMPLETION: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- 39. [X] JUSTIFICATION OF DELAY: Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the Chief Procurement Officer, such justification is not adequate.
- **40.** [X] SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- 41. [X] LIQUIDATED DAMAGES: When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or non-performance is excused under Paragraph 15 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(d).
- 42. [X] PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.
- **43.** [X] Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 § 3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- 44. [] If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 §3121(e)(1)(G).
- **45. [X] Debarment and Suspension:** (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.
- 46. [X] Byrd Anti-Lobbying Amendment: (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

47. [X] CONTACT FOR CONTRACT ADMINISTRATION: If designate a person whom we may contact for prompt administra	
Name:	Title:
Address:	Telephone:

GOVERNMENT OF GUAM

SEALED BID SOLICITATION INSTRUCTIONS

1. <u>BID FORMS:</u> Each bidder shall be provided with one (1) Solicitation form. Additional copies may be provided upon request. Bidders requesting additional copies of said forms will be charged per page in accordance with 5 GCA § 10203 of the Government Code of Guam. All payments for this purpose shall be by cash, certified check or money order and shall be made payable to the General Services Agency (EO 86-24).

2. PREPARATIONS OF BIDS:

- a) Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk
- b) Each bidder shall furnish the information required by the Solicitation. The bidder shall sign the solicitation and print or type his name on the Schedule. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent are to be accompanied by evidence of this authority unless such evidence has been previously furnished to the issuing office.
- c) Unit price for each unit offered shall be shown and such price shall include packing unless otherwise specified. A total shall be entered in the amount column of the Schedule for each item offered. In case of discrepancies between a unit price and extended price, the unit price will be presumed to be correct. Unit price(s) and extended price(s) apart from the "Basic and Alternate" bid, furnished outside of the space(s) provided will not be considered.
- d) Bids for supplies or services other than those specified will not be considered. Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- e) No Entitlement to Preparation Costs the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.
- f) Bidder shall indicate in the "Bidding On/Remarks" column of the bid form whether or not their bid complies on each item specified.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- **4.** PRE-OPENING MODIFICATION OR WITHDRAWAL OF BIDS: Bids may be modified or withdrawn by written notice received in the office designated in the Invitation for Bids prior to the time and date set for bid opening. 2 GAR §3109(j)(1).
- 5. <u>ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS</u>: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

6. SUBMISSION OF BIDS:

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- **b)** Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- c) Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.
- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any Attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- 7. <u>FAILURE TO SUBMIT BID</u>: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

8. LATE BID, LATE WITHDRAWALS, AND LATE MODIFICATIONS:

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- **b)** Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.
- 9. CANCELLATION OR REVISION OF BID: This IFB may be canceled, or any and all bids may be rejected in whole or in part as may be pursuant to 2 GAR §3115, when it is in the best interest of the Government. Additionally, in accordance with 2 GAR §9105, if prior to award it is determined that a solicitation or proposed award of a contract is in violation of the law, then the solicitation or proposed award shall be canceled or revised to comply with the law. The reasons therefore shall be made part of the contract file.
- 10. **REJECTION OF BIDS:** Any bidder submitted in response to this IFB may be rejected in whole or in part with it is in the best interest of the Government, in accordance with GAR §3115(e). Reasons for rejecting bids include but are not limited to: (1) The business that submitted the bids is non-responsive as determined under GAR §3116; (2) The bid ultimately fails to meet the announced requirements of the Government in some material respect; or (3) The bid price is clearly unreasonable. Upon request, unsuccessful bidders shall be advised of the reasons for rejection.

When bids are rejected, or a solicitation canceled after bids are received, the bids which have been opened shall be retained in the procurement file, or if unopened, returned to the bidders upon request, or otherwise disposed of pursuant to GAR §3115(g).

11. TERMINATION OF CONTRACT:

- a) Termination for Cause/Default: If the Contractor refuses or fails to perform any of the provisions of this Contract with such diligence as will ensure its completion within the time specified in this Contract, or any extension thereof, otherwise fails to timely satisfy the Contract provisions, or commits any other substantial breach of this Contract, the government may notify the Contractor in writing of the delay or non-performance and if not cured in ten (10) days or any longer time specified in writing by the Procurement Officer, such officer may terminate the Contractor's right to proceed with the Contract or such part of the Contract as to which there has been delay or a failure to properly perform. In the event of termination in whole or in part the government may procure similar supplies or services in a manner and upon terms deemed appropriate by the government. The Contractor shall continue performance of the Contract to the extent it is not terminated and shall be liable for excess costs incurred in procuring similar goods or services.
- b) Termination for Convenience: The government, when the interests of the territory so required, terminate this Contract in whole or in part, for the convenience of the territory. The government shall give written notice of the termination to the Contractor specifying the part of the Contract terminated and when termination becomes effective. The Contractor shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination the Contract will stop work to the extent specified. The Contractor shall also terminate outstanding orders and subcontracts as they relate to the terminated work. The Contractor shall settle the liabilities and claims arising out of the termination of subcontracts and orders connected with the terminated work. The government may direct the Contractor to assign the Contractor's right, title, and interest under terminated orders or subcontracts to the territory. The Contractor must still complete the work not terminated by the notice of termination and may incur obligations as necessary to do so.

The Contractor shall submit a termination claim specifying the amounts due because of the Termination for Convenience together with cost or pricing data to the extent required by 2 GAR §3118. If the Contractor fails to file a termination claim within one year from the effective date of termination, the government may pay the Contractor, if at all, an amount set in accordance with this section. The government and the Contractor may agree to a settlement provided the Contractor has filed a termination claim as required herein and the settlement does not exceed the total contract price plus settlement costs reduced by payments previously made by the territory and the contract price of the work not terminated. Absent agreement of a settlement, the government shall pay the Contractor the following amounts: with respect to all contract work performed prior to the effective date of the termination, the total, without duplication of any items, of: (a) the cost of such work plus a fair and reasonable profit on such portion of the work (such profit shall not include anticipatory profit or consequential damages) less amount paid or to be paid for completed portions of such work; provided that if it appears that the Contractor would have sustained a loss if the entire contract would have been completed, no profit shall be allowed or included and the amount of compensation shall be reduced to reflect the anticipated rate of loss; (b) cost of settling and paying claims arising out of the termination of subcontracts or orders pursuant to this clause. These costs must not include costs paid in accordance with subsection (a) above; (c) the reasonable settlement costs of the Contractor including accounting, legal, clerical, and other expenses reasonably necessary for the preparation of settlement claims and supporting data with respect to the terminated portion of the contract and for the termination and settlement of subcontracts thereunder. The total sum to be paid the Contractor under this subsection shall not exceed the total contract price plus the reasonable settlement costs of the Contractor reduced by the number of payments otherwise made, the proceeds of any sales of supplies or materials under this section, and the contract price of work not terminated.

- c) Condition of Termination: Notwithstanding the foregoing, the cessation of services for people requiring services shall be contingent upon the Government obtaining a substitute provider for the services and the contractor shall cooperate by taking all reasonable and necessary steps to ensure that services are not interrupted and transferred to the succeeding provider. The contractor shall issue a written memorandum detailing the status of the contractor's ongoing services initiating termination or any fault of either party.
- 12. MANDATORY DISPUTES RESOLUTION CLAUSE: In the event of a conflict between this "Mandatory Disputes Resolution Clause" and any other terms in this contract, it is the intent of the government of Guam and the contractor that the terms of this clause are to be given precedence.
 - (1) Disputes Contractual Controversies. The government of Guam and the contractor agree to attempt resolution of all controversies which arise under, or are by virtue of, this contract through mutual agreement. If the controversy is not resolved by mutual agreement, then the contractor shall request the head of the purchasing agency, or their designee, in writing to issue a final decision within sixty days after receipt of the written request in keeping with 5 GCA § 5427(c). The head of the purchasing agency or their designee shall immediately furnish a copy of the decision to the contractor, by certified mail with a return receipt requested, or by any other method that provides evidence of receipt.
 - (2) Absence of a Written Decision within Sixty Days. If the head of the purchasing agency, or their designee does not issue a written decision within sixty days after written request for a final decision, or within such longer period as may be agreed upon by the parties, then the contractor may proceed as though the head of the purchasing agency, or their designee had issued a decision adverse to the contractor.
 - (3) Appeals to the Office of Public Accountability. The head of the purchasing agency, or their designee's decision shall be final and conclusive, unless fraudulent or unless the contractor appeals the decision administratively to the Public Auditor in accordance with 5 GCA § 5706.
 - (4) Disputes Money Owed To or By the Government of Guam. This subsection applies to appeals of the government of Guam's decision on a dispute. For money owed by or to the government of Guam under this contract, the contractor shall appeal the decision in accordance with the "Governments Claims Act", 5 GCA § 6101 et. Seq., by initially filing a claim with the Office of the Attorney General no later than eighteen months after the decision is rendered by the government of Guam or from the date when a decision should have been rendered. For all other claims by or against the government of Guam arising under this contract, the Office of the Public Auditor has jurisdiction over the appeal from the decision of the government of Guam. Appeals to the Office of the Public Auditor must be made within sixty days of government of Guam's decision or from the date the decision should have been made.
 - (5) Exhaustion of Administrative Remedies. The contractor shall exhaust all administrative remedies before filing an action in the Superior Court of Guam in accordance with applicable laws.
 - (6) Performance of Contract Pending Final Resolution by the Court. The contractor shall comply with the government of Guam's decision and proceed diligently with performance of this contract pending final resolution by the Superior Court of Guam of any controversy arising under, or by virtue of, this contract, except where the contractor claims a material breach of this contract by the government of Guam. However, if the head of the purchasing agency determines in writing that continuation of services under this contract is essential to the public's health or safety, then the contractor shall proceed diligently with performance of the contract notwithstanding any claim of material breach by the government of Guam.
- 13. <u>CONTRACT REMEDIES:</u> Remedies pursuant to 2 GAR § 9101. Any dispute arising under or out of this contract is subject to the provisions of Chapter 9 (Legal and Contractual Remedies) of Guam Procurement Regulations (GAR chapter 9)

14. DISCOUNTS:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailing of the Government check.
- **15. GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 16. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of landing.
- 17. <u>RECEIPT, OPENING AND RECORDING OF BIDS</u>: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and

such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).

- 18. CONFIDENTIAL DATA: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 19. PROHIBITION AGAINST GRATUITIES AND KICKBACKS: With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations GAR §11170(e)
- 20. STATEMENT OF QUALIFICATIONS: The ability capacity and skill of the Bidders to perform; whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.

21. WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES:

- a) Contractor with regard to all person its employs whose purpose in whole or in part is the direct delivery of services contracted for with the Government of Guam in this procurement, shall pay such employees in accordance with the Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct deliverance of deliverables to the government of Guam. 5 GCA §5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.
- b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA §5801
- c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply. 5 GCA §5801
- d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA §5802
 - Any violation of Contractor or its sub-contractor(s) obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA \$5803
- e) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.
- f) During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA §5804
- g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents

as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.

- 22. <u>ETHICAL STANDARDS</u>: With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations. GAR §11103(b)
- 23. PROHIBITION AGAINST CONTINGENT FEES: The Contractor represents that he has not retained any person or agency upon an Agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies. GAR §11108(f)
- 24. CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES. Reference 5 GCA §5253 (b): Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

25. POLICY IN FAVOR OF SERVICE-DISABLED VETERAN OWNED BUSINESSES: P.L. 31-115 (September 20, 2011) 5 GCA §5011 and §5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on 7Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability are service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service-disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years.

26. POLICY IN FAVOR OF WOMEN-OWNED BUSINESSES. 5GCA §5013

(a)Notwithstanding any other provision of law, if any entity of the government of Guam or any entity expending governmental funds intends to procure any supply or service which is offered by a business concern that is at least fifty-one percent (51%) owned by women, that entity shall procure such supply or service from that business concern if the supply or service is available within the period required by the procuring entity and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest price bidder, and shall be in addition to any other procurement benefit the women-owned business may qualify for under Guam law. The procuring entity shall determine the lowest price to the entity in the case of more than one (1) women-owned business, or a women-owned business and a service-disabled veteran owned business, who are competing for the same government contract. (b) Qualifications of a Women-Owned Business. A business concern is qualified under Subsection (a) of this Section if: (1) the business concern is licensed to do business on Guam; (2) the business concern maintains its headquarters on Guam; (3) the business concern is at least fifty-one percent (51%) owned by women, who manage day-to-day operations and make long-term decisions; (4) the business concern is certified as a Women-Owned Small Business (WOSB) or an Economically Disadvantaged Women-Owned Small Business (EDWOSB) by the U.S. Small Business Administration; and (5) the owner(s) of the business concern has (have) filed individual tax returns on Guam for a period of at least three (3) consecutive years.

- 27. <u>CERTIFICATION OF INDEPENDENT PRICE DETERMINATION</u>: The undersigned Bidder certifies that the bid price submitted was independently arrived at without collusion GAR §3126
- 28. <u>LICENSING OR CERTIFICATE(S) OF EXEMPTIONS</u>: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who cannot comply with the Guam Licensing Law. Specific information on license or exemptions may be obtained from the Director of Revenue and Taxation.

29. <u>EQUAL EMPLOYMENT OPPORTUNITY:</u> Bidder shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.

30. DISCLOSURE OF OWNERSHIP, FINANCIAL, AND CONFLICTS OF INTEREST. (5 GCA §5233)

Prior to award, every person who is a prospective bidder of a contract to be acquired under any method of source selection authorized by this Chapter shall submit a Disclosure Statement, executed as an affidavit under oath, disclosing the name of each person who currently or has owned an ownership interest in the prospective bidder greater than ten percent (10%) at any time during the twelve (12 month period immediately preceding the date of the solicitation (the "relevant disclosure period"). 5 GCA §5233(c)(2)

Continuing Duty of Disclosure. Notwithstanding any other provision of this Chapter, the duty to disclose the information required under this Section shall be, upon award, a continuing duty of a contractor of every contract subject to this Chapter, and all such information shall become part of the procurement record required by §5249 of this Chapter. Throughout the term of a contract subject to the terms of this Chapter, the contractor shall promptly make any disclosures not made previously and update changes in the identities or other required information, interests, or conflicts of the persons required to be disclosed herein. Failure to comply with this Section shall constitute a material breach of contract. 5 GCA §5233(g)

GOVERNMENT OF GUAM

GENERAL SERVICES AGENCY 2nd Floor ITC Bldg. Rm. 230, Tamuning, Guam 96931

BID BOND

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KNOW ALL MEN BY THESE PRESENTS th	at		as Principal
KNOW ALL MEN BY THESE PRESENTS th hereinafter called the Principal, and (Bonding C			
A duly admitted insurer under the laws of the T			
Held firmly bound unto the Territory of Guam		-	=
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truly to be made, the said Principal and the said	Surety bind ourselves, our	r heirs, executor	s, administrators,
successors and assigns, jointly and severally, fir		,	,
WHEREAS, the Principal has submitted a bi	d for (identify project by n	umber and brie	f description)
performance of such Contract and for the protection thereof, or in the event of the failure of the Principal shall pay to the Territory of Guamamounts specified in said bid and such large contract with another party to perform work specified in the Invitation for Bids then this objected. Signed and sealed this	ncipal to enter such Contra the difference not to ex r amount for which the covered by said bid or ligation shall be null and v	net and give succeed the penal Territory of Guan appropriate oid, otherwise t	h bond or bonds, if the ty hereof between the am may in good faith liquidated amount as o remain full force and
Signed and sealed this	day of		202
	(PRIN	NCIPAL)	(SEAL)
(WITNESS)			
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(MAJOR OFFICER OF SURETY)	(MA	JOR OFFICER	OF SURETY)
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	(RES	SIDENT GENE	RAL AGENT)

DOA 113/Rev: 4-1-87

INSTRUCTION TO PROVIDERS:

NOTICE to all Insurance and Bonding Institutions:

The Bond requires the signatures of the Vendor, two (2) major Officers of the Surety and Resident General Agent, if the Surety is a foreign or alien surety.

When the form is submitted to General Services Agency, it should be accompanied with copies of The following:

- 1. Current Certificate of Authority to do business on Guam issued by the Department of Revenue and Taxation.
- 2. Power of Attorney issued by the Surety to the Resident General Agent.
- 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.

Bonds, submitted as Bid Guarantee, without signatures and supporting documents are invalid and Bids will be rejected.

AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST

(Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021))

CITY OF ______)

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ISLA	ND OF	GUAM)		
ander (his Andream) his Andream his Andrea	Guam's iffidavit ince, commerceding lose any ting this	Procurement Law for the prequires all Bidders/Offer missions, gratuities, kickbag the publication of this sea changes to the facts discard Affidavit is awarded a contract of the publication of the procurement Law for th	id/Offer/Proposal or responding to any method of sour ourpose of entering into a contract with the government ors/Prospective Contractors to make disclosures of acks, and conflicts of interest occurring during the 30 colicitation and until award of a contract. This includes the herein throughout the solicitation process; and contract, the duty to disclose any changes to the fact the contract, including any extensions or renewals.	nt of Guam, ownership, 65 calendar des the duty if the entity ts disclosed
A .			y sworn, depose and say that I am an authorized representation and that (please check and fill out all that approximately says).	
	[]		pective Contractor is an individual with a business lice profit is for, that same individual, with principal place	
	[]			oprietorship
	[]	(as defined in 1 GCA § following multiple indivi	ospective Contractor is a business or artifice 715 or 5 GCA §§ 5030(n) or 5233(b)), and is own duals. Note: owners of more than 10% are statutorily owners of smaller percentage are encouraged to be list	vned by the required to
		Name of Owner	Principal Place of Business Street Address	% of Interest

Commissions an	ing Ownership, Influence and Conflicts of Interest Form 002 (Rev. 11/17/2		
[]	Any more-than-2 per 5 GCA § 5233	ne more-than-10% owners listed above is a business or ar 5% owners of such a business or artificial person are 3. Note: any less-than-25% owners of such a business or and so be listed below.	listed below
Name of >10	0% Owner Busine	ss or Artificial Person:	
Owner Busin Person ("	ners of the >10% ness or Artificial 'Second Tier vner")	Owner's Principal Place of Business Street Address	% of Interest
Names of o >10% Own Artificial Pe	owners of the ere Business or erson ("Second Owner")	Owner's Principal Place of Business Street Address	% of Interest
such S Bidder	Second Tier Owne	ridentified above is an artificial person, the natural or artifier who have held more than 49% of the shares or it we Contractor (Third Tier Owners) are as follows [if none, p	nterest in the
Name	e of Third Tier Owi	Principal Place of Business Street Address	% of Interest

C. If the name of no natural person has been identified as an owner, or a Second or Third Tier Owner of the Bidder/Offeror/Prospective Contractor, please identify the name, position, address, and contact information of the natural person having the authority and responsibility for the Bid/Offer/Proposal/Prospective Contract, and the name of any natural person who has the authority and power to remove and replace the designated responsible person:

Name of Natural Person	Position	Street Address of Principal Place of Business	Phone Number, Email Address, and other Contact Information

contingent fee or of	ther compensation to solicit, secure, or assist in obtaining osal/Prospective Contract for which this Affidavit is submittate):	business rela
Name	Principal Place of Business Street Address	Amount of Compens
federal funds are Bid/Offer/Proposal/ none, please so state	*	t related to d, are as follo
federal funds are Bid/Offer/Proposal/	e to be used in the payment of the contract Prospective Contract for which this Affidavit is submitted	t related to d, are as follo
Regardless of any of	e to be used in the payment of the contract/Prospective Contract for which this Affidavit is submitted;e):	t related to d, are as followers
Regardless of any operformance of the	Principal Place of Business Street Address where to be used in the payment of the contract Prospective Contract for which this Affidavit is submitted by: Principal Place of Business Street Address where the power of the contract payment of the contract Prospective Contract for which this Affidavit is submitted by: Principal Place of Business Street Address where the power of the contract payment of the contract Prospective Contract for which this Affidavit is submitted by: Principal Place of Business Street Address where the power of the contract payment of the contract Prospective Contract for which this Affidavit is submitted by: Principal Place of Business Street Address where the power of the power	t related to d, are as followed, are as followed are to control the ractor, directly

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Affidavit Disclosing Ownership, Influence, Commissions and Conflicts of Interest AG Procurement Form 002 (Rev. 11/17/2021)

NOTARY PUBLIC

My commission expires:

G. Until award of the contract, and throughout the term of any contract awarded to the Bidder/Offeror/Prospective Contractor represented herein, I agree to promptly make any disclosures not made previously and update changes in ownership, identities of owners and other required information, interests, compensation or conflicts of the persons required to be disclosed. I understand that failure to comply with this requirement shall constitute a material breach of contract. Н. I hereby declare under penalty of perjury under the laws of Guam that the foregoing is true and correct. (date) Executed on: _____ Signature of one of the following: Bidder/Offeror/Prospective Contractor, if a licensed individual Owner of sole proprietorship Bidder/Offeror/Prospective Contractor Partner, if the Bidder/Offeror/Prospective Contractor is a partnership Officer, if the Bidder/Offeror/Prospective Contractor is a corporation Subscribed and sworn to before me This day of , 20 .

AFFIDAVIT RE NON-COLLUSION

CITY OF)
ISLAND OF GUAM) SS.)
	[state name of affiant signing below], being first duly
sworn, deposes and says that:	
1. The name of the o	ffering company or individual is [state name of company
offeror has not colluded, conspired, of person, to put in a sham proposal or the directly or indirectly, sought by an apperson to fix the proposal price of of element of said proposal price, or of government of Guam or any other off any person interested in the proposed	itation identified above is genuine and not collusive or a sham. The connived or agreed, directly or indirectly, with any other offeror of the confirmation of refrain from making an offer. The offeror has not in any manner agreement or collusion, or communication or conference, with any offeror or of any other offeror, or to fix any overhead, profit or cost that of any other offeror, or to secure any advantage against the feror, or to secure any advantage against the government of Guam of contract. All statements in this affidavit and in the proposal are true indersigned. This statement is made pursuant to 2 GAR Division 4.
3. I make this statement on be offeror's officers, representatives, age	ehalf of myself as a representative of the offeror, and on behalf of the ents, subcontractors, and employees.
	Signature of one of the following:
	Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me	
this, 20	<u></u> .
NOTARY PUBLIC My commission expires	

AG Procurement Form 003 (Jul. 12, 2010)

AFFIDAVIT RE GRATUITIES OR KICKBACKS

CITY OF)) SS.
ISLAND OF GUAM)
first duly sworn, deposes and says tha	[state name of affiant signing below], being at:
	fering firm or individual is [state name of offeror company] Affiant is [state one
of the following: the offeror, a partidentified bid or proposal.	tner of the offeror, an officer of the offeror] making the foregoing
2. To the best of affiant' representatives, agents, subcontractor gratuities and kickbacks set forth in 2	s knowledge, neither affiant, nor any of the offeror's officers, rs, or employees have violated, are violating the prohibition against GAR Division 4 § 11107(e). Further, affiant promises, on behalf of ition against gratuities and kickbacks as set forth in 2 GAR
representatives, agents, subcontractors	's knowledge, neither affiant, nor any of the offeror's officers, s, or employees have offered, given or agreed to give, any government nment employee, any payment, gift, kickback, gratuity or offer of fferor's proposal.
	behalf of myself as a representative of the offeror, and on behalf of
the offeror's officers, representatives,	agents, subcontractors, and employees.
	Signature of one of the following:
	Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me	
this day of,	20
NOTARY PUBLIC	
My commission expires	,·
AG Procurement Form 004 (Jul. 12, 2010)	

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF)	
) SS.	
ISLAND OF GUAM)	
		[state name of affiant signing below], being first
duly sworn, deposes and says th	nat:	
The affiant is		[state one of the following: the offeror, a
partner of the offeror, an officer	of the offeror] makin	g the foregoing identified bid or proposal. To the best
		s, representatives, agents, subcontractors or employees
		ent of Guam employee to breach any of the ethical further, affiant promises that neither he or she, nor any
		mployee of offeror will knowingly influence any
		l standards set forth in 5 GCA Chapter 5, Article 11.
These statements are made purs		
	Sign	nature of one of the following:
		Offeror, if the offeror is an individual;
		Partner, if the offeror is a partnership;
		Officer, if the offeror is a corporation.
Subscribed and sworn to before	me	
this day of	, 20	
NOTARY PUBLIC		
My commission expires	_	_

DECLARATION RE COMPLIANCE WITH U.S. DOL WAGE DETERMINATION

rocure	ement No.:
lame c	f Offeror Company:
£	I, hereby certify under penalty
f perj	
) Tha fficer	t I am [please select one: the offeror, a partner of the offeror, an of the offeror] making the bid or proposal in the foregoing identified procurement;
2) Tha	t I have read and understand the provisions of 5 GCA § 5801 and § 5802 which read:
	§ 5801. Wage Determination Established.
	In such cases where the government of Guam enters into contractual arrangements with a sole proprietorship, a partnership or a corporation ("contractor") for the provision of a service to the government of Guam, and in such cases where the contractor employs a person(s) whose purpose, in whole or in part, is the direct delivery of service contracted by the government of Guam, then the contractor shall pay such employee(s) in accordance with the Wage Determination for Guam and the Northern Mariana Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct delivery of contract deliverables to the government of Guam.
	The Wage Determination most recently issued by the U.S. Department of Labor at the time a contract is awarded to a contractor by the government of Guam shall be used to determine wages, which shall be paid to employees pursuant to this Article. Should any contract contain a renewal clause, then at the time of renewal adjustments, there shall be made stipulations contained in that contract for applying the Wage Determination, as required by this Article, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply.
	§ 5802. Benefits.
	In addition to the Wage Determination detailed in this Article, any contract to which this Article applies shall also contain provisions mandating health and similar benefits for employees covered by this Article, such benefits having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor, and shall contain provisions guaranteeing a minimum of ten (10) paid holidays per annum per employee.
	t the offeror is in full compliance with 5 GCA § 5801 and § 5802, as may be applicable to the ment referenced herein;
	at I have attached the most recent wage determination applicable to Guam issued by the U.S ment of Labor. [INSTRUCTIONS - Please attach!]
	Signature

AG Procurement Form 006 (Feb. 16, 2010)

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor

WASHINGTON D.C. 20210

Wage Determination No.: 2015-5693 Daniel W. Simms Division of Revision No.: 25

Date Of Last Revision: 07/08/2025 Director Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026.

If the contract is entered into on or Executive Order 14026 generally applies to after January 30, 2022, or the the contract. contract is renewed or extended (e.g., The contractor must pay all covered workers at least \$17.75 per hour (or the applicable an option is exercised) on or after January 30, 2022: wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85***
01012 - Accounting Clerk II		16.67***
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		23.15
01035 - Court Reporter		18.86
01041 - Customer Service Representative I		14.06***
01042 - Customer Service Representative II		15.39***
01043 - Customer Service Representative III		17.22***
01051 - Data Entry Operator I		13.28***
01052 - Data Entry Operator II		14.49***
01060 - Dispatcher, Motor Vehicle		18.86
01070 - Document Preparation Clerk		15.02***
01090 - Duplicating Machine Operator		15.02***
01111 - General Clerk I		12.37***
01112 - General Clerk II		13.50***
01113 - General Clerk III		15.15***
01120 - Housing Referral Assistant		21.02
01141 - Messenger Courier		12.00***
01191 - Order Clerk I		13.76***
01192 - Order Clerk II		15.02***
01261 - Personnel Assistant (Employment) I		16.86***
01262 - Personnel Assistant (Employment) II		18.86

8/4/25, 11:00 AM	SAM.gov
01263 - Personnel Assistant (Employment) III	21.02
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	11.10***
01300 - Scheduler, Maintenance	16.86***
01311 - Secretary I	16.86***
01312 - Secretary II	18.86
01313 - Secretary III	21.02
01320 - Service Order Dispatcher	16.86***
01410 - Supply Technician	23.15
01420 - Survey Worker	18.69
01460 - Switchboard Operator/Receptionist	10.98***
01531 - Travel Clerk I 01532 - Travel Clerk II	15.02*** 16.85***
01532 - Travel Clerk III	18.26
01611 - Word Processor I	15.02***
01612 - Word Processor II	16.86***
01613 - Word Processor III	18.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.14
05010 - Automotive Electrician	17.97
05040 - Automotive Glass Installer	16.81***
05070 - Automotive Worker	16.81***
05110 - Mobile Equipment Servicer	14.42***
05130 - Motor Equipment Metal Mechanic	19.14
05160 - Motor Equipment Metal Worker	16.81***
05190 - Motor Vehicle Mechanic	19.14
05220 - Motor Vehicle Mechanic Helper	13.20***
05250 - Motor Vehicle Upholstery Worker	15.64***
05280 - Motor Vehicle Wrecker	16.81***
05310 - Painter, Automotive	17.97
05340 - Radiator Repair Specialist	16.81***
05370 - Tire Repairer	12.98***
05400 - Transmission Repair Specialist	19.14
07000 - Food Preparation And Service Occupations 07010 - Baker	13.43***
07010 - Baker 07041 - Cook I	16.18***
07041 - Cook II	18.86
07070 - Dishwasher	10.00***
07130 - Food Service Worker	10.57***
07210 - Meat Cutter	13.36***
07260 - Waiter/Waitress	9.89***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.70
09040 - Furniture Handler	11.94***
09080 - Furniture Refinisher	19.70
09090 - Furniture Refinisher Helper	14.47***
09110 - Furniture Repairer, Minor	17.15***
09130 - Upholsterer	19.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49***
11060 - Elevator Operator	10.67***
11090 - Gardener	16.81***
11122 - Housekeeping Aide	10.67***
11150 - Janitor	10.67***
11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman	12.71*** 10.59***
11240 - Maid or Houseman 11260 - Pruner	11.37***
11270 - Fruier 11270 - Tractor Operator	15.39***
11330 - Trail Maintenance Worker	12.71***
11360 - Window Cleaner	11.92***
12000 - Health Occupations	11.72
12010 - Ambulance Driver	20.86
12011 - Breath Alcohol Technician	20.86
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	28.62 _P
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4/25, 11:00 AM		SAM.gov	
12020 -	Dental Assistant		18.79
12025 -	Dental Hygienist		39.73
	EKG Technician		31.60
	Electroneurodiagnostic Technologist		31.60
	Emergency Medical Technician		20.86
	Licensed Practical Nurse I		18.65
	Licensed Practical Nurse II		20.86
	Licensed Practical Nurse III		23.25
	Medical Assistant		50***
	Medical Laboratory Technician		18.93
	Medical Record Clerk	14.	97***
	Medical Record Technician		17.77
	Medical Transcriptionist		18.65
	Nuclear Medicine Technologist		45.85
	Nursing Assistant I		91***
	Nursing Assistant II		52***
	Nursing Assistant III		85***
	Nursing Assistant IV		17.79
	Optical Dispenser		20.86
	Optical Technician		18.65
	Pharmacy Technician	15.	49***
	Phlebotomist		18.65
	Radiologic Technologist		31.60
	Registered Nurse I		25.85
	Registered Nurse II		31.60
	Registered Nurse II, Specialist		31.60
	Registered Nurse III		38.24
	Registered Nurse III, Anesthetist		38.24
	Registered Nurse IV		45.85
	Scheduler (Drug and Alcohol Testing)		25.85
	Substance Abuse Treatment Counselor		25.85
	nformation And Arts Occupations		23.03
	Exhibits Specialist I		21.42
	Exhibits Specialist II		26.53
	Exhibits Specialist III		32.45
	Illustrator I		21.42
	Illustrator II		26.53
	Illustrator III		32.45
	Librarian		29.38
	Library Aide/Clerk		05***
	Library Information Technology Systems		26.53
Adminis			20.33
	Library Technician		18.11
	Media Specialist I		19.15
	Media Specialist II		21.42
	Media Specialist III		23.87
	Photographer I		19.15
	Photographer II		21.42
	Photographer III		26.53
	Photographer IV		32.45
	Photographer V		39.27
	Technical Order Library Clerk		21.42
	Video Teleconference Technician		19.15
	nformation Technology Occupations		17.15
	Computer Operator I	15	71***
	Computer Operator II		22***
	Computer Operator III		19.19
	Computer Operator IV		21.33
	Computer Operator V		23.62
	Computer Programmer I		73***
	Computer Programmer II	,	19.50
	Computer Programmer III		23.84
	Computer Programmer IV	(see 1)	23.04
	Computer Programmer IV Computer Systems Analyst I		24.23
	Computer Systems Analyst II	(see 1) (see 1)	4.43
±4±€∠ -	Compacer Systems Ariatyst II	(366 1)	

14163 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Rated) 15030 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15030 - Air Crew Training Devices Instructor 15050 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Graphic Artist 15090 - Flight Instructor (Pilot) 15080 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor 15090 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16090 - Presser, Hand 16110 - Presser, Machine, Machine 16090 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Operator 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 19040 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 121030 - Material Expediter 121030 - Material Expediter 121030 - Material Expediter 121030 - Material Expediter 121030 - Shipping/Receiving Clerk 12110 - Shipping/Receiving Clerk 12110 - Stock Clerk 12110 - Stock Clerk 12110 - Stock Clerk 12110 - Aerospace Structural Welder 12010 - Aerospace Structural Welder 12010 - Aerospace Structural Welder 12010 - Aerospace Structural Welder 12011 - Aircraft Mechanic II 12022 - Aircraft Mechanic II 12023 - Aircraft Mechanic II 12023 - Aircraft Mechanic II 12030 - Aircraft Servicer 12010 - Aircraft Mechanic III	15.71***	- Peripheral Equipment Operator - Personal Computer Support Technician - System Support Specialist - Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Test Proctor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	14150 14160 14170 15000 - 15010 15020 15030 15050 15060 15070 15085 15086 15088 15090 15095 15110 15120 16000 - 16010
14150 - Persipheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15080 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Foxary Wing 15086 - Maintenance Test Pilot, Rotary Wing 15090 - Technical Instructor 15090 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Machine-Tool Operator 10900 - Machine-Tool Operator 10900 - Machine-Tool Operator 10900 - Machine-Tool Operator 10910 - Material Expediter 11090 - Material Expediter 11090 - Material Shandling And Packing Occupations 1910 - Shipping Packer 11090 - Material Shandling Laborer 11091 - Order Filler 11090 - Material Coordinator 11090 - Material Shandling And Packing Occupations 1100 - Shipping Packer 1110 - Shipping Packer 1110 - Shipping Packer I Shipp	21.33 21.24 24.23 29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 11.60***	- Peripheral Equipment Operator - Personal Computer Support Technician - System Support Specialist - Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Test Proctor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	14150 14160 14170 15000 - 15010 15020 15030 15050 15060 15070 15085 15086 15088 15090 15095 15110 15120 16000 - 16010
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15030 - Air Crew Training Devices Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15080 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15090 - Technical Instructor 15090 - Technical Instructor/Course Developer 15110 - Test Proctor 15110 - Assembler 16010 - Assembler 16010 - Assembler 16010 - Presser, Hand 16010 - Presser, Machine, Prycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16600 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 11000 - Materials Handling And Packing Occupations 19010 - Materials Handling And Packing Occupations 19010 - Material Specialist 12020 - Forklift Operator 12030 - Material Handling Laborer 12030 - Material Specialist 12030 - Material Handling Laborer 12031 - Shipping/Receiving Clerk 12110 - Store Worker I 12115 - Stock Clerk 12110 - Store Worker I 12150 - Stock Clerk 12100 - Aircraft Mechanic II 123023 - Aircraft Mechanic II 123023 - Aircraft Mechanic II 123023 - Aircraft Mechanic III 123024 - Aircraft Mechanic III 123026 - Aircraft Mechanic III 12303 - Aircraft Mechanic III 12303 - Aircraft Mechanic III 12303 - Aircraft Servicer 12306 - Aircraft Servicer 12307 - Aircraft Survival Flight Equipment Technician	24.23 29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 15.70*** 15.70*** 11.60***	- Personal Computer Support Technician - System Support Specialist - Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Test Proctor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	14160 14170 15000 - 15010 15020 15030 15050 15060 15070 15085 15086 15088 15090 15095 15110 15120 16000 - 16010
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test Co-Filot 15090 - Technical Instructor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16010 - Assembler 16010 - Assembler 16010 - Presser, Machine, Pressing And Related Occupations 16010 - Presser, Machine, Drycleaning 16100 - Presser, Machine, Drycleaning 16110 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Sewing Machine Operator 16220 - Sewing Machine Operator 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Machine Tool Operator (Tool Room) 19040 - Materials Handling Laborer 21020 - Material Expediter 21020 - Material Expediter 21030 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21140 - Store Worker I 21550 - Wateraft Logs and Records Technician 23011 - Aerospace Structural Welder 23010 - Aerospace Structural Welder 23010 - Aerospace Structural Welder 23011 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic Helper 23030 - Aircraft Mechanic Helper 23040 - Aircraft Werkanic Helper 23050 - Aircraft Mechanic Helper 23070 - Aircra	24.23 29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	- System Support Specialist - Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	14170 15000 - 15010 15020 15030 15050 15060 15070 15086 15086 15088 15090 15095 15110 15120 16000 - 16010
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Pilot) 15030 - Air Crew Training Devices Instructor (Pilot) 15030 - Air Crew Training Devices Instructor 15060 - Educational Technologist 15070 - Pilght Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test Pilot, Rotary Wing 15095 - Technical Instructor 15095 - Technical Instructor 15096 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16030 - Counter Attendant 16040 - Dry Cleaner 16030 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Washer, Machine 19000 - Machine-Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Material Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21090 - Material Expediter 21090 - Material Handling Laborer 21010 - Shipping Packer 21010 - Shipping Packer 21010 - Shipping Packer 21010 - Shock Clerk 21110 - Stock Clerk 21110 - Stock Clerk 21110 - Tools And Parts Attendant 21410 - Wechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aircraft Mechanic II 23020 - Aircraft Mechanic II 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23033 - Aircraft Mechanic III 23040 - Aircraft Mechanic III	29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 11.60***	- Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Technical Instructor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	15000 - 15010 15020 15030 15050 15060 15070 15086 15086 15088 15090 15095 15110 15120 16000 - 16010
15910 - Aircrew Training Devices Instructor (Non-Rated) 15920 - Air Crew Training Devices Instructor (Pilot) 15930 - Computer Based Training Specialist / Instructor 15960 - Educational Technologist 15970 - Flight Instructor (Pilot) 15980 - Graphic Artist 15985 - Maintenance Test Pilot, Fixed, Jet/Prop 15986 - Maintenance Test Pilot, Rotary Wing 15988 - Non-Maintenance Test Pilot, Rotary Wing 15988 - Non-Maintenance Test Pilot, Rotary Wing 15989 - Technical Instructor 15995 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21030 - Material Expediter 21030 - Material Expediter 21030 - Shipping Packer 21131 - Shipping Packer 21131 - Shipping Packer 21210 - Toder Filler 21398 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21210 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23043 - Aircraft Mechanic III 23040 - Aircraft Mechanic III	29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 11.60***	- Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	15010 15020 15030 15050 15060 15070 15085 15086 15088 15090 15095 15110 15120 16000 -
15920 - Air Crew Training Devices Instructor (Rated) 15930 - Air Crew Training Devices Instructor (Pilot) 15950 - Computer Based Training Specialist / Instructor 15960 - Educational Technologist 15970 - Flight Instructor (Pilot) 15988 - Graphic Artist 15985 - Maintenance Test Pilot, Fixed, Jet/Prop 15986 - Maintenance Test Pilot, Rotary Wing 15983 - Non-Maintenance Test Pilot, Rotary Wing 15995 - Technical Instructor 15995 - Technical Instructor 15109 - Test Proctor 15110 - Tutor 16900 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Drycleaning 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Operator 16220 - Tailor 16220 - Tailor 16220 - Washer, Machine 19900 - Machine Tool Operation And Repair Occupations 19910 - Machine-Tool Operator (Tool Room) 19940 - Machine Tool Operator (Tool Room) 19940 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Handling Laborer 21040 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Clerk 21110 - Shipping Receiving Clerk 21110 - Shipping Receiving Clerk 21120 - Tools And Martenance And Repair Occupations 23010 - Aerospace Structural Welder 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III	29.32 34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 11.60***	- Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	15020 15030 15050 15060 15070 15080 15085 15086 15090 15095 15110 15120 16000 -
15930 - Air Crew Training Devices Instructor (Pilot) 15950 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15980 - Graphic Artist 15985 - Maintenance Test Pilot, Fixed, Jet/Prop 15986 - Maintenance Test Pilot, Rotary Wing 15988 - Non-Maintenance Test/Co-Pilot 15990 - Technical Instructor 15995 - Technical Instructor 15120 - Tutor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16110 - Presser, Machine, Drycleaning 16110 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 121000 - Materials Handling And Packing Occupations 121020 - Forklift Operator 121030 - Material Expediter 121030 - Material Expediter 121030 - Material Expediter 121030 - Material Expediter 121031 - Shipping Packer 121031 - Shipping Packer 121031 - Shipping Packer 12110 - Stock Clerk 12110 - Stock Clerk 12110 - Stock Slerk 12110 - Warehouse Specialist 12000 - Mechanics And Maintenance And Repair Occupations 13010 - Aerospace Structural Welder 13010 - Aircraft Logs and Records Technician 13011 - Aircraft Mechanic II 13022 - Aircraft Mechanic II 13023 - Aircraft Mechanic II 13024 - Aircraft Mechanic II 13026 - Aircraft Mechanic II 13027 - Aircraft Mechanic II 13028 - Aircraft Mechanic II 13029 - Aircraft Mechanic II 13020 - Aircraft Mechanic III 13030 - Aircraft Mechanic III	34.91 24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	- Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Maintenance Test Pilot, Fixed, Jet/Prop - Maintenance Test Pilot, Rotary Wing - Non-Maintenance Test/Co-Pilot - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Drycleaning	15030 15060 15070 15080 15085 15086 15088 15090 15095 15110 15120 16000 -
15950 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15080 - Maintenance Test Pilot, Rotary Wing 15080 - Maintenance Test Pilot, Rotary Wing 15080 - Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15110 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16220 - Masher, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19010 - Machine Tool Operator (Tool Room) 19010 - Machine Tool Operator 21030 - Material Expediter 21130 - Shipping Packer 21131 - Shipping Packer 21131 - Shipping Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Mechanic II 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23030 - Aircraft Servicer 23070 - Aircraft Worker	24.23 31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60***	GO - Computer Based Training Specialist / Instructor GO - Educational Technologist GO - Flight Instructor (Pilot) GO - Graphic Artist GO - Graphic Artist GO - Maintenance Test Pilot, Fixed, Jet/Prop GO - Maintenance Test Pilot, Rotary Wing GO - Non-Maintenance Test/Co-Pilot GO - Technical Instructor GO - Technical Instructor/Course Developer GO - Test Proctor GO - Tutor GO - Laundry, Dry-Cleaning, Pressing And Related Occupations GO - Assembler GO - Counter Attendant GO - Dry Cleaner GO - Finisher, Flatwork, Machine GO - Presser, Hand GO - Presser, Machine, Drycleaning	15050 15060 15070 15080 15085 15086 15090 15095 15110 15120 16000 -
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23011 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23025 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III 23029 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	31.17 34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	GO - Educational Technologist GO - Flight Instructor (Pilot) GO - Graphic Artist GO - Graphic Artist GO - Maintenance Test Pilot, Fixed, Jet/Prop GO - Maintenance Test Pilot, Rotary Wing GO - Maintenance Test/Co-Pilot GO - Technical Instructor GO - Technical Instructor/Course Developer GO - Test Proctor GO - Tutor GO - Laundry, Dry-Cleaning, Pressing And Related Occupations GO - Assembler GO - Counter Attendant GO - Dry Cleaner GO - Finisher, Flatwork, Machine GO - Presser, Hand GO - Presser, Machine, Drycleaning	15060 15070 15080 15085 15086 15090 15095 15110 15120 16000 -
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15090 - Technical Instructor 15100 - Test Proctor 15110 - Test Proctor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Washer, Machine 19000 - Machine-Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21050 - Material Handling Laborer 21051 - Order Filler 21050 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping Packer 21130 - Shook And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aerospace Structural Welder 23010 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III 23029 - Aircraft Servicer 23060 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	34.91 20.47 34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	70 - Flight Instructor (Pilot) 30 - Graphic Artist 35 - Maintenance Test Pilot, Fixed, Jet/Prop 36 - Maintenance Test Pilot, Rotary Wing 38 - Non-Maintenance Test/Co-Pilot 39 - Technical Instructor 30 - Technical Instructor/Course Developer 30 - Test Proctor 31 - Tutor 42 - Laundry, Dry-Cleaning, Pressing And Related Occupations 30 - Assembler 30 - Counter Attendant 30 - Dry Cleaner 30 - Finisher, Flatwork, Machine 30 - Presser, Hand 30 - Presser, Machine, Drycleaning	15070 15080 15085 15086 15088 15090 15095 15110 15120 16000 -
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23025 - Aircraft Mechanic III 23026 - Aircraft Servicer 23050 - Aircraft Servicer 23050 - Aircraft Survival Flight Equipment Technician	20.47 34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	Go - Graphic Artist Go - Maintenance Test Pilot, Fixed, Jet/Prop Go - Maintenance Test Pilot, Rotary Wing Go - Non-Maintenance Test/Co-Pilot Go - Technical Instructor Go - Technical Instructor/Course Developer Go - Test Proctor Go - Tutor Go - Laundry, Dry-Cleaning, Pressing And Related Occupations Go - Assembler Go - Counter Attendant Go - Dry Cleaner Go - Finisher, Flatwork, Machine Go - Presser, Hand Go - Presser, Machine, Drycleaning	15080 15085 15086 15088 15090 15095 15110 15120 16000 -
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21000 - Material Expediter 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21050 - Production Line Worker (Food Processing) 21110 - Shipping/Receiving Clerk 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23011 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	35 - Maintenance Test Pilot, Fixed, Jet/Prop 36 - Maintenance Test Pilot, Rotary Wing 38 - Non-Maintenance Test/Co-Pilot 30 - Technical Instructor 35 - Technical Instructor/Course Developer 40 - Test Proctor 40 - Tutor 41 - Laundry, Dry-Cleaning, Pressing And Related Occupations 40 - Assembler 40 - Counter Attendant 40 - Dry Cleaner 40 - Finisher, Flatwork, Machine 40 - Presser, Hand 40 - Presser, Machine, Drycleaning	15085 15086 15088 15090 15095 15110 15120 16000 -
15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21030 - Material Expediter 21030 - Material Expediter 21030 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21210 - Tools And Parts Attendant 21210 - Vaerenouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23020 - Aircraft Mechanic III 23020 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Morker	34.91 34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	66 - Maintenance Test Pilot, Rotary Wing 68 - Non-Maintenance Test/Co-Pilot 60 - Technical Instructor 65 - Technical Instructor/Course Developer 60 - Test Proctor 60 - Tutor 60 - Laundry, Dry-Cleaning, Pressing And Related Occupations 60 - Assembler 60 - Counter Attendant 60 - Dry Cleaner 60 - Finisher, Flatwork, Machine 60 - Presser, Hand 60 - Presser, Machine, Drycleaning	15086 15088 15090 15095 15110 15120 16000 -
15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15190 - Technical Instructor/Course Developer 15110 - Test Proctor 15110 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping/Receiving Clerk 21110 - Store Worker I 21130 - Stock Clerk 21140 - Store Worker I 21150 - Stock Clerk 21140 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23011 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III 23029 - Aircraft Mechanic III 23020 - Aircraft Servicer 23070 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician	34.91 17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60***	88 - Non-Maintenance Test/Co-Pilot 90 - Technical Instructor 95 - Technical Instructor/Course Developer 96 - Test Proctor 97 - Tutor 98 - Laundry, Dry-Cleaning, Pressing And Related Occupations 98 - Assembler 99 - Counter Attendant 99 - Finisher, Flatwork, Machine 90 - Presser, Hand 90 - Presser, Machine, Drycleaning	15088 15090 15095 15110 15120 16000 -
15995 - Technical Instructor 15995 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16220 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	17.67*** 23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.40*** 11.40*** 11.40*** 11.40*** 11.40*** 11.40*** 11.40*** 11.40***	00 - Technical Instructor 05 - Technical Instructor/Course Developer 10 - Test Proctor 10 - Tutor 11 - Laundry, Dry-Cleaning, Pressing And Related Occupations 12 - Assembler 13 - Counter Attendant 14 - Dry Cleaner 15 - Finisher, Flatwork, Machine 16 - Presser, Hand 16 - Presser, Machine, Drycleaning	15090 15095 15110 15120 16000 - 16010
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic III 23026 - Aircraft Mechanic III 23027 - Aircraft Mechanic III 23028 - Aircraft Mechanic III 23029 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	23.78 15.70*** 15.70*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.40*** 11.40***	75 - Technical Instructor/Course Developer 76 - Test Proctor 77 - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations 78 - Assembler 79 - Counter Attendant 70 - Dry Cleaner 70 - Finisher, Flatwork, Machine 70 - Presser, Hand 70 - Presser, Machine, Drycleaning	15095 15110 15120 16000 - 16010
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15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23024 - Aircraft Mechanic II 23026 - Aircraft Mechanic III 23040 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	15.70*** 11.60*** 11.60*** 13.23*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 14.34***	20 - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations 20 - Assembler 30 - Counter Attendant 40 - Dry Cleaner 70 - Finisher, Flatwork, Machine 90 - Presser, Hand 20 - Presser, Machine, Drycleaning	15120 16000 - 16010
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21041 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic II 23024 - Aircraft Mechanic II 23025 - Aircraft Mechanic II 23040 - Aircraft Mechanic II 23040 - Aircraft Mechanic III 23040 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	11.60*** 11.60*** 13.23*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 14.34***	- Laundry, Dry-Cleaning, Pressing And Related Occupations 10 - Assembler 10 - Counter Attendant 10 - Dry Cleaner 10 - Finisher, Flatwork, Machine 10 - Presser, Hand 10 - Presser, Machine, Drycleaning	16000 - 16010
16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping Packer I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23010 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Survival Flight Equipment Technician 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Survival Flight Equipment Technician	11.60*** 13.23*** 11.60*** 11.60*** 11.60*** 11.60*** 11.60*** 11.40*** 11.60*** 11.60***	10 - Assembler 10 - Counter Attendant 10 - Dry Cleaner 70 - Finisher, Flatwork, Machine 10 - Presser, Hand 10 - Presser, Machine, Drycleaning	16010
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19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker			
19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft, Painter 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	19.70		
21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	24.77	·	
21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	24,77		
21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	15.87***		
21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	25.27	·	
21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23070 - Aircraft Servival Flight Equipment Technician 23080 - Aircraft Worker	25.27		
21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	13.83***		
21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	10.67***		
21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	15.87***		
21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	17.12***		
21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	17.12***	•	
21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	17.46***		
21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	24.56		
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	15.87***		
23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	15.87***		
23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	13.67	·	
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	25.04	·	
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	19.47		
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	23.84		
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	25.04		
23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	26.30		
23050 - Aircraft, Painter 23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	16.58***		
23060 - Aircraft Servicer 23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	22.39		
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	19.47		
23080 - Aircraft Worker	22.39		
	21.03 21.03		
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.03	71 - MILCHEW LITE SUPPORT EQUIPMENT (MESE) MECHANIC	
	22 04	22 - Aircrew Life Support Equipment (ALSE) Machanic	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.84	2 - AIRCHEM LITE SUPPORT EQUIPMENT (ALSE) MECHANIC	
	19.70	Appliance Mechanic	
23110 - Appliance Mechanic	15.81***		
	24.19		
23120 - Bicycle Repairer 23125 - Cable Splicer	24.19	- cante shirical.	23123

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4/25, 11:00 AM		SAM.gov
23130 -	Carpenter, Maintenance	17.58***
	Carpet Layer	18.43
	Electrician, Maintenance	20.04
	Electronics Technician Maintenance I	18.43
23182 -	Electronics Technician Maintenance II	19.70
23183 -	Electronics Technician Maintenance III	20.98
23260 -	Fabric Worker	17.15***
23290 -	Fire Alarm System Mechanic	17.12***
23310 -	Fire Extinguisher Repairer	15.81***
	Fuel Distribution System Mechanic	20.98
	Fuel Distribution System Operator	15.81***
	General Maintenance Worker	14.03***
	Ground Support Equipment Mechanic	23.84
	Ground Support Equipment Servicer	19.47
	Ground Support Equipment Worker	21.03
	Gunsmith I	15.81***
	Gunsmith II	18.43
	Gunsmith III	20.98
	Heating, Ventilation And Air-Conditioning	20.22
Mechanio		24 54
	Heating, Ventilation And Air Contidioning	21.51
	c (Research Facility)	20.66
	Heavy Equipment Mechanic	20.66 18.87
	Heavy Equipment Operator Instrument Mechanic	20.98
	Laboratory/Shelter Mechanic	19.70
	Laborer	13.83***
	Locksmith	19.70
	Machinery Maintenance Mechanic	26.47
	Machinist, Maintenance	20.98
	Maintenance Trades Helper	11.87***
	Metrology Technician I	20.98
	Metrology Technician II	22.31
23593 -	Metrology Technician III	23.62
	Millwright	20.98
	Office Appliance Repairer	19.46
	Painter, Maintenance	18.74
23790 -	Pipefitter, Maintenance	19.96
23810 -	Plumber, Maintenance	18.75
	Pneudraulic Systems Mechanic	20.98
23850 -		20.98
	Scale Mechanic	18.43
	Sheet-Metal Worker, Maintenance	20.80
	Small Engine Mechanic	18.43
	Telecommunications Mechanic I	20.98
	Telecommunications Mechanic II	22.31
	Telephone Lineman	22.68
	Welder, Combination, Maintenance Well Driller	19.96
	Woodcraft Worker	21.13
	Woodworker	20.98 15.81***
	ersonal Needs Occupations	13.81
	Case Manager	16.09***
	Child Care Attendant	10.27***
	Child Care Center Clerk	13.25***
	Chore Aide	15.47***
	Family Readiness And Support Services	16.09***
Coordina		
24630 -	Homemaker	16.12***
	lant And System Operations Occupations	
	Boiler Tender	22.79
25040 -	Sewage Plant Operator	22.89
	Stationary Engineer	22.79
	Ventilation Equipment Tender	15.72***
25210 -	Water Treatment Plant Operator	22.89

0/4/25, 11.00 AW	SAIVI.gov
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.89***
27007 - Baggage Inspector	10.63***
27008 - Corrections Officer	14.59***
27010 - Court Security Officer	14.59***
27030 - Detection Dog Handler	11.89***
27040 - Detention Officer	14.59***
27070 - Firefighter	14.59***
27101 - Guard I	10.63***
27101 - Guard II	11.89***
27131 - Police Officer I	14.59***
27132 - Police Officer II	16.21***
28000 - Recreation Occupations	10.21
•	13.68***
28041 - Carnival Equipment Operator	
28042 - Carnival Equipment Repairer	14.95***
28043 - Carnival Worker	10.11***
28210 - Gate Attendant/Gate Tender	14.50***
28310 - Lifeguard	11.60***
28350 - Park Attendant (Aide)	16.21***
28510 - Recreation Aide/Health Facility Atte	
28515 - Recreation Specialist	20.09
28630 - Sports Official	12.91***
28690 - Swimming Pool Operator	17.71***
29000 - Stevedoring/Longshoremen Occupational	Services
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	26.63
29042 - Stevedore II	30.60
30000 - Technical Occupations	50.00
30010 - Air Traffic Control Specialist, Cent	er (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Stat	
30012 - Air Traffic Control Specialist, Term	
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30021 - Archeological Technician I	18.41
30021 - Archeological Technician I 30022 - Archeological Technician II	18.41 20.59
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III	18.41 20.59 25.51
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician	18.41 20.59 25.51 25.51
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician	18.41 20.59 25.51 25.51 25.51
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I	18.41 20.59 25.51 25.51 25.51 28.25
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II	18.41 20.59 25.51 25.51 25.51 28.25 31.21
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32***
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician 30095 - Evidence Control Specialist	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51 25.51 22.96
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician 30221 - Latent Fingerprint Technician I	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51 22.96 28.25
30021 - Archeological Technician II 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VV 30086 - Engineering Technician VV 30090 - Environmental Technician 30090 - Evidence Control Specialist 30210 - Laboratory Technician 30221 - Latent Fingerprint Technician II 30240 - Mathematical Technician	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51 22.96 28.25 31.21
30021 - Archeological Technician II 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician 30090 - Environmental Technician 30091 - Laboratory Technician 30210 - Latent Fingerprint Technician II 30220 - Mathematical Technician 30361 - Paralegal/Legal Assistant I	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51 22.96 28.25 31.21 25.51 21.15
30021 - Archeological Technician II 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician 30091 - Laboratory Technician 30210 - Latent Fingerprint Technician II 30220 - Latent Fingerprint Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II	18.41 20.59 25.51 25.51 25.51 28.25 31.21 18.41 20.59 22.96 28.25 17.32*** 19.44 21.74 26.94 32.95 39.86 25.51 25.51 22.96 28.25 31.21 25.51 22.96 28.25 31.21 25.51 21.15 26.20
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4/25, 11:00 AM	SAM.gov	
30463 - Technical Writer III		37.75
30491 - Unexploded Ordnance (UXO) Technician	I	29.28
30492 - Unexploded Ordnance (UXO) Technician		35.43
30493 - Unexploded Ordnance (UXO) Technician		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		28.25
30502 - Weather Forecaster II		34.36
30620 - Weather Observer, Combined Upper Air	Or (see 2)	22.96
Surface Programs	, ,	
30621 - Weather Observer, Senior	(see 2)	25.51
31000 - Transportation/Mobile Equipment Operati	on Occupations	
31010 - Airplane Pilot		35.43
31020 - Bus Aide		8.97***
31030 - Bus Driver		12.75***
31043 - Driver Courier		10.53***
31260 - Parking and Lot Attendant		9.91***
31290 - Shuttle Bus Driver		12.48***
31310 - Taxi Driver		11.41***
31361 - Truckdriver, Light		11.50***
31362 - Truckdriver, Medium		12.48***
31363 - Truckdriver, Heavy		17.88
31364 - Truckdriver, Tractor-Trailer		17.88
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27***
99030 - Cashier		10.51***
99050 - Desk Clerk		10.13***
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		26.81
99252 - Laboratory Animal Caretaker II		29.29
99260 - Marketing Analyst		21.54
99310 - Mortician		29.28
99410 - Pest Controller		16.07***
99510 - Photofinishing Worker		15.39***
99710 - Recycling Laborer		19.05
99711 - Recycling Specialist		25.72
99730 - Refuse Collector		18.04
99810 - Sales Clerk		11.36***
99820 - School Crossing Guard		19.81
99830 - Survey Party Chief		24.38
99831 - Surveying Aide		13.87***
99832 - Surveying Technician		18.02
99840 - Vending Machine Attendant		26.81
99841 - Vending Machine Repairer		34.14
99842 - Vending Machine Repairer Helper		26.81

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

AFFIDAVIT RE CONTINGENT FEES

CITY OF)
ISLAND OF GUAM) ss.)
sworn, deposes and says that:	[state name of affiant signing below], being first duly
sworn, deposes and says that.	
1. The name of the offe	ering company or individual is [state name of company]
company has not retained any perso	ompany's bid or proposal, to the best of my knowledge, the offering on or agency on a percentage, commission, or other contingent his statement is made pursuant to 2 GAR Division 4 11108(f).
company has not retained a person to agreement or understanding for a comm	ompany's bid or proposal, to the best of my knowledge, the offering solicit or secure a contract with the government of Guam upon an mission, percentage, brokerage, or contingent fee, except for retention established commercial selling agencies for the purpose of securing uant to 2 GAR Division 4 11108(h).
4. I make these statements on the offeror's officers, representatives, a	behalf of myself as a representative of the offeror, and on behalf of agents, subcontractors, and employees.
	Signature of one of the following:
	Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me	
this day of, 2	20
NOTARY PUBLIC	
My commission expires	

AG Procurement Form 007 (Jul. 15, 2010)

Special Provisions

Restriction against Sex Offenders Employed by service providers to Government of Guam from working on Government Property.

If a contract for services is awarded to the bidder or offeror, then the service provider must warranty that no person in its employment who has been convicted of a sex offense under the provisions of chapter 25 of Title 9 of Guam code Annotated or of an offense defined in Article 2 of chapter 28 of Title 9 of the Guam Code annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four (24) hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four (24) hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service providers fail to take corrective steps within twenty-four (24) hours of notice from the Government in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

	Signature of Bidder Proposer, if an individu Partner, if a partnership Officer, if a corporation	;
Subscribed and sworn before me this	day of	, 202
NOTARY PUBLIC My commission expires		

CERTIFICATION AND RESTRICTIONS ON LOBBYING

<u> </u>	, hereby certify
(Name and title of official)	
On behalf of(Name of Bidder/Company Nar	me)
person for influencing or attempting to influence a an officer or employee of Congress, or an employ of any Federal grant, the making of any Federal l	d or will be paid, by or on behalf of the undersigned, to any an officer or employee of any agency, a Member of Congress, ee of a Member of Congress in connection with the awarding loan, the entering into of any cooperative agreement, and the or modification of any Federal contract, grant, loan, or
influencing or attempting to influence an officer of or employee of Congress, or an employee of a M	d funds have been paid or will be paid to any person for employee of any agency, a Member of Congress, an officer lember of Congress in connection with this Federal contract lersigned shall complete and submit Standard Form-LLL with its instructions.
all sub-awards at all tiers (including subcontracts, agreements) and that all subrecipients shall certi representation of fact upon which reliance was Submission of this certification is a prerequisite for	ge of this certification be included in the award documents of sub-grants, and contracts under grants, loans, and cooperative fy and disclose accordingly. This certification is a material so placed when this transaction was made or entered into the making or entering into this transaction imposed by section the fails to file the required certification shall be subject to a set than \$100,000 for each such failure.
	nd accuracy of the contents of the statements submitted on or with 131 U.S.C. Section 3801, et seq., are applicable thereto.
Name of Bidder/Company Name	
Type or print name	
Signature of authorized representative	Date//
Subscribed and sworn to before me this	Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation. day of, 202
NOTARY PUBLIC My commission expires,	

ITEM NO.	DESCRIPTION	QTY	UOM	UNIT COST	TOTAL COST
1.0	60-Month Lease For a Multifunction Color Copier/ Printer/Scanner/Fax (2 units) As per the following specifications:	60	Mos	\$	\$
Charges for c	overage of copies exceeding the monthly allowal	ole prints:			
Black/White	Prints			\$	\$
Color Prints				\$	\$
SPECIFICATIONS:				BIDDING O	N/REMARKS
Each unit mo	Inthly Duty Cycle: nthly Black Print Allowance of 10,000 nthly Color Print Allowance of 1,000				
Price: Fixed pricing	for the term of lease				
If not satisfie	placement Guarantee: d with the performance throughout the lease term comparable replacement devise will be provided as arge.				
black & color	ncluding staples and except paper are pooled rallowances as indicted above. Each excess black to color print will be billed as indicated above.	ζ			
	ss: ant Access with ability to order supplies, s, and submit meter readings.				
and printing, printing; pass	with the ability to restrict user access to color copy. Assignable Volume Limits for color and black tword protection of user accounts, and Reporting the utilization (Copy, Print, Fax, and Scan).	_			
	ce: User Interface with programmable 1-touch on individual user authorization				
Training: Bidder shall p	provide training				
~ -	um of 600 x 600 dpi um of 1200 x 1200 dpi				

Page Description Language: PostScript® 3 TM , PDF, PCL® 5c/PCL® 6	
Modify the Reduce/Enlarge Setting When Copying: Originals can be reduced or enlarged between 25% up to 400%	
Hard Drive/Processor/Memory:	
Minimum of 320 GB HDD	
Minimum of 4 GB RAM	
Hard Drive with Encryption and Image Erase	
Connectivity:	
Ethernet 10/100/1000 Base-T, High-speed USB 2.0 direct print	
Initial Network Installation Support with ongoing toll-free	
telephone support	
Stapler:	
50 sheet offline convenience stapler	
Booklet Making:	
50 sheet multi-position stapler with 2 and 3 hole punching	
and booklet making with saddle/center stapling	
Prints:	
Banner Printing minimum of 12" x 47"	
Two-sided printing minimum of 12" x 18"	
Copy:	
Must be able to copy mixed sized originals from feeder	
Scan:	
Standard Features	
Must be able to scan mixed sized originals from feeder	
Must be able to scan color and black-and-white (2-sided)	
Automatic blank page removal when scanning documents	
Destinations: Scan to USB/PC via USB port/Email/Network	
File Formats: PDF, PDF/A, JPEG, TIFF;	
Convenience Features: 1-Touch Apps, Imaging Security	
with propriety marking and infrared detection technology,	
Optical Character Recognition (OCR),	
Scan Preview, Scan to Folder, Scan to Home, Searchable PDF,	
Single/Multi-Page PDF/TIFF, Touchless Workflow Accelerators,	
TWAIN Support	
Speed:	
Scan: minimum of 135 ipm colour / 270 ipm black-and-white (2-sided)	
Copies: minimum of 70 per minute in color and black-and-white	
Prints: minimum of 70 per minute in color and black-and-white	
Fax:	
Includes Lan Fax and Fax Forward to Email	

Paper Size:	
5 ½" x 8 1/2" to 12" x 47" paper size support	
Paper Weights:	
Minimum of 16 lb. bond to 110lb. (60 to 300gsm)	
Paper Capacity:	
Minimum of 4- Trays including bypass tray up to 3140 sheet	
Protection:	
On board anti-virus protection	
Acts of God protection (Proposed devices will be replaced at no	
additional charge should they be damaged by an act of God. Eg.	
Typhoon, Lighting, Earthquake, etc.)	
Delivery and Installation:	
Multifunction Color Copier/Printer/Scanner/Fax must be	
delivered and installed at the Guam Environmental Protection	
Agency with no additional cost.	
rigency with no additional cost.	
Consumable:	
Pickup of all used consumable supply items for recycling or disposal	
Certification and Compliant:	
Energy Star Rated	
FIPS 140-2 Compliant (Federal Information Protection	
Standard for Data Encryption)	
Nome	
NOTE:	.0 00 1
The GSA Federal Contract will be considered along with its terms and conditions	if offered.
BIDDING ON:	
Manufacturer:	
Make:	
Model:	
Place of Origin:	
Date of Delivery:	

These specifications were prepared by the staff of the Office of the Attorney General, Child Support Enforcement Division and approved by Mr.Raymond B. Ilagan, Deputy Attorney General and IV-D Director.